

DESCRIPTION OF THE COMPANY

The International Smelting and Refining Company is a corporation incorporated under the laws of the State of Montana. The Company is engaged in the mining, concentration, smelting and refining of non-ferrous metals, principally copper, lead, zinc, silver, gold, bismuth and other metals recovered by treatment of the ores mined for their own account or treated on a custom smelting basis.

The East Chicago plant consists of several distinct and separate plants. While these plants are all operated by the same management and technical staff, and within the same fenced area, they are, as a matter of fact, three distinct businesses. The Lead Refining Department refines lead bullion received from the Tocoila, Utah plant of the International Smelting and Refining Company, and also lead bullion from the East Helena plant of the American Smelting and Refining Company. The products produced from lead bullion are refined pig lead, antimonial lead and an alloy of silver and gold.

In a separate portion of the fenced area of the plant is located the White Lead Department. This consists of a complete electrolytic white lead plant which uses a portion of the lead refined at the Lead Refinery as a raw material for the electrolytic corrosion of lead to produce white lead. This plant was the first of its kind built in the world. After corrosion, the white lead is settled, filtered, washed, dried and barreled. A portion of the dry white lead is transferred to the Lead-in-Oil Department, where it is incorporated with linseed oil to make a marketable lead-in-oil product used by painters to make all forms of paint.

As a by-product of the electrolytic white lead plant operations, an anode slime is produced which is transferred to the Bismuth Refining Department, where bismuth is recovered from the slime and separated from small amounts of other metals associated with it.

The Zinc Oxide Department obtains electrolytic zinc from the western states and converts it into high grade French Process zinc oxides which are used in the pharmaceutical, paint, rubber and ceramic industries.

In addition, special furnaces are provided for the refining of scrap zinc and die cast scrap to produce superior forms of marketable zinc oxide. Zinc by-products are purchased for the production of American Process zinc oxide required for special paint purposes.

These operations comprise the use of distinctly different processes. The Lead Refinery is known in the trade as a Parkes Process plant. The process requires kettles, furnaces and equipment of a particularly rugged type adapted to the heavy metals and process requirements. The labor used must be capable of withstanding heat and performing heavy manual labor. In many cases skill is secondary to physical ability.

The White Lead Plant is a highly technical operation that requires employees with a higher level of intelligence and mental alertness as well as the ability to think and act quickly. The type of individual required is fundamentally different from that required for the Lead Refinery.

The operation of the Zinc Oxide plant is principally furnace work of a type where alertness, knowledge, skill and occasional hot, heavy manual labor is required.

	<u>Number of Employees</u>	
	<u>January 1st 1944</u>	<u>May 1st 1944</u>
Total number of employees	401	370
Employees within the bargaining unit	291	260